



AmeriCorps

2023-24 ECO AmeriCorps

Volunteer Coordinator

Environmental Careers and Opportunities (ECO) AmeriCorps is an AmeriCorps program within the Vermont Department of Environmental Conservation (VTDEC). ECO AmeriCorps is funded in part by an AmeriCorps state grant provided through SerVermont from the Corporation for National & Community Service. Service sites will provide meaningful service opportunities, regular supervision with oversight of service hours and timesheets, office space and office equipment, orientation to the worksite, additional training (as needed) and mileage reimbursement. The 2023-2024 program will begin mid-September 2023 and end in August 2024.

To be considered, service sites must:

- Demonstrate a commitment to DEIJ principles and provide a pathway for involvement at the host site and program level.
- Be a non-profit, municipality, state agency, tribal government, or educational institution.
- Provide a position description showcasing activities that are appropriate to the mission of ECO AmeriCorps.
- Provide a work environment that is ADA compliant, drug-free, and carries supplies and equipment necessary for members to perform their duties.
- Be able to provide the cash match and mileage reimbursement at the federal General Services Administration (GSA) rate for service-related travel for the member.
- Attend a supervisor orientation and be available for a minimum of two subsequent site visits and check-ins from ECO AmeriCorps staff.
- Clarify any additional responsibilities to the member according to your organization's policies.
- Notify ECO AmeriCorps staff about conflicts or other issues as they arise.

Other Requirements and Responsibilities:

- Confirm member selection, on-site training, member supervision and support throughout term of service, other forms and documentation as required by AmeriCorps, mileage reimbursement for service-related travel.
- Main supervisor must attend AmeriCorps supervisor orientation (or make special arrangements).

Host Site cost based on # of full-time employees:

Full-Time (1,700 hours over 11 months)

- 0-3 \$8,000
- 4-10 \$9,000
- >10 \$10,500

Half-Time (900 hours over 6 months)

- \$5,250 regardless of size

Quarter-Time (450 hours over 3 months)

- \$2,625 regardless of size

For more information about the host site application:

- Visit the ECO Website for supporting documents: www.ecoamericorps.org
- Or contact Program Supervisor, Dustin Bowman, dustin.bowman@vermont.gov, 802-461-5222

The Vermont Department of Environmental Conservation is sponsoring AmeriCorps positions through its AmeriCorps Program. The State of Vermont is an Equal Opportunity Employer. Positions are open to all applicants without regard to race color, national origin, ethnicity, disability, age, gender, gender identity, sexual orientation, political affiliation, veteran's status, religion, or creed.

Name of Organization or Municipality:

UVM Extension: Vermont Urban and Community Forestry Program

Address of Organization or Municipality:

UVM Extension, 327 US-302, Barre, VT 05641

Primary Supervisor Name and Title:

Ginger Nickerson, Forest Pest Education Coordinator

Primary Supervisor's email:

Ginger.Nickerson@uvm.edu

Primary Supervisor's phone #:

Cell (Primary number - please use): (802) 505-8189; Office: (802) 476-2003

Please provide a brief description of your role at your site:

I coordinate and conduct educational and outreach programs on invasive forest pests, and support planning efforts with state agencies, municipalities, and volunteer groups to prepare for invasive forest pests. I work closely with our partners, including the Department of Forests, Parks and Recreation (FPR) and the Vermont Agency of Agriculture, Farm and Markets (VAAF), as well as a number of non-profit conservation organizations on invasive forest pest issues. In addition, I coordinate and provide training to a network of 230 volunteer Forest Pest First Detectors.

Which hosting category are you applying to?

Full time (September-August)

What is the title of the position you are requesting?

Volunteer Coordinator

Describe your proposed service project.

[Note: performance measures are based on improved acres of public land, improved miles of waterways or trails, number of Vermonters provided environmental stewardship education or training, and number of members placed in green jobs after completing their AmeriCorps service. Capacity- building activities are allowed. Please describe any projected impact.]

At 74% forested, Vermont is the fourth most forested state in the United States. A significant part of our economy relies on the health of our forests, trees, and woody plants with economic value, such as maple trees, tree farms, lumber species, ornamentals in the nursery trade, fruit trees and grapes. Asian longhorned beetle, spotted lanternfly and other invasive forest pests of high consequence pose considerable threat to these industries and Vermont's agricultural economy. Early detection of exotic forest pests is critical to being able to eradicate, mitigate damage or slow the spread of these insects and diseases.

We currently support a network of 230 Forest Pest First Detectors, trained volunteers who conduct outreach and education, monitor for pests, and help with municipal preparedness for invasive forest insects in their communities. However, most of these volunteers act as individuals and are underutilized. There are two groups of FPFs that have self-organized to coordinate efforts at the county level. We would like to expand this model to other regions of the state but need additional staff capacity to provide the initial support to get these volunteer groups off the ground. A service member dedicated to volunteer coordination could help us create sustainable systems to make the best use of all volunteers, update our training materials and database, and expand the network to underserved parts of the state, specifically Windham, Bennington, and Rutland County.

An area of focus of the Vermont Urban & Community Forestry Program has been to support municipalities, organizations, and landowners in preparing for the impacts of the invasive emerald ash borer, which feeds upon and kills all native species of ash trees. Approximately 1 in every 6 planted trees in Vermont's downtowns and village centers are an ash tree. Green ash was historically a popular urban tree choice in the last quarter of the 20th century and is found on many town and village greens, around schools and municipal buildings, and planted as monoculture streets trees as part of subdivisions. While awareness about emerald ash borer has increased since 2018, the fact remains that most municipalities and organizations that manage land in the state do not have an established budget to address the impact of sudden ash tree mortality due to EAB or to strategically plan for regrowing a diverse and resilient urban forest.

The ECO AmeriCorps service member will gain experience and support our efforts in the areas above in three ways:

- 1) They will strengthen and expand the state's Forest Pest First Detector (FPFD) volunteer network by learning about best practices from other similar volunteer groups, assessing current FPFs needs and interests, assisting alongside volunteers, and helping to coordinate and host at least three gatherings in different regions of the state. The gatherings will include a skill-building workshop and a facilitated discussion about coordinating volunteers within their region.

2) They will support at least six organizations in underserved areas to develop emerald ash borer preparedness or mitigation plans. For this, the service member will assist the Forest Pest Education Coordinator with conducting or updating ash tree inventories, developing draft planning documents, and creating budget options for mitigating the impacts of emerald ash borer.

3) The service member will also assist with general outreach and education statewide, including helping to create social media posts, a segment on WCAX show: "Across the Fence" and help produce press releases and an electronic bulletin about invasive forest pests.

What data collection tools will the member use to record the impacts of their service activity?

The member will use participant sign-in lists to record the number of individuals attending in-person and on-line trainings, and the number of individuals actively involved in conducting tree inventories and creating preparedness or mitigation plans. Other sources may include data from our Facebook and YouTube accounts on engagement with specific content; or clicker counts at public events on the number of visitors engaged with at information booths. To record impact, we will collect brief pre-and post-evaluations at workshops and trainings to assess change in knowledge and change in proposed behavior. The number of communities that successfully complete an ash preparedness or mitigation plan will also be measured. Qualitative evaluations will be solicited from the FPFDD volunteers on value of the assistance provided by the service member.

Please provide any additional information (data, statistics, reports, etc.) that demonstrates the compelling need for the proposed position:

In addition to the ecological and aesthetic value they provide, Vermont's forests provide an economic base for tourism and recreation and a diverse forest products industry that contributes an estimated 10,555 jobs and \$1.4 billion in economic output. We also have strong apple and grape sectors that will be vulnerable to spotted lanternfly. Much of our tourism industry includes people coming to camp, hunt, and recreate on our forested lands, potentially bringing pests with them. Asian longhorned beetle, spotted lanternfly and other invasive forest pests of high consequence pose considerable threat to these industries and Vermont's agricultural economy.

Early detection of exotic forest pests is critical to being able to eradicate, mitigate damage or slow the spread of these insects and diseases. Most discoveries of invasive insects are made by the public, so having strong and broad public outreach is essential for early detection and mitigation of pest infestations. Increased awareness of high-risk pathways among key audiences and increased sharing of resources and information among FPFDDs will increase our probability of early detection.

As mentioned above, while we have a robust group of volunteers, they are underutilized and concentrated in Chittenden County and Central Vermont because. A service member dedicated to volunteer coordination would help establish systems to make the best use of all volunteers and expand the network to parts of the state that lack FPFDDs and yet since they border areas in Massachusetts and New York with invasive pest infestations, are at high risk.

What initiatives does your organization take to support diversity, equity, inclusion, and environmental justice (DEIJ)? Please include any historical data or details for on-going strategic plans, partnerships, and projects, as relevant.

NOTE: Vermont's Urban and Community Forestry Program (VT UCF) is a collaboration between the Department of Forests, Parks, and Recreation and UVM Extension. The program supports two staff at UVM Extension and two at Forests, Parks and Recreation. The ECO AmeriCorps member would be based out of UVM Extension.

VT UCF began formally working on JEDI (Justice, Equity, Diversity, and Inclusion) issues in 2020. We were one of the first programs within Vermont's Agency of Natural Resources to create a public-facing commitment to implementing a justice and equity lens to all of our work. We created a strategic action plan with specific steps to make our program and advisory council more diverse and inclusive, to develop relationships with organizations that serve a greater diversity of Vermonters, to work with tree stewards in underserved communities, and to direct VT UCF funding towards tree equity statewide. Our process includes on-going self-assessment and self-education during monthly JEDI-focused meetings. For example, one month we read and discussed "Safe fieldwork strategies for at-risk individuals, their supervisors and institutions" (Demery and Pipkin in *Nature, Ecology and Evolution*, Oct 12, 2020) and have started to create our own standard operating procedures for to ensure the safety and comfort of our staff – especially when in the field or interacting with the public. We see this as a living document that will be reviewed and revised with new staff, including the ECO AmeriCorps.

An example of how we implemented this commitment to JEDI principles in the forest pest program is our work with black ash. Black ash (*Fraxinus nigra*) is a particularly important species to indigenous peoples throughout the Northeast, but, like all native ash species, is threatened by the, emerald ash borer. In recognition of the cultural significance of this species, we have supported a graduate student from the University of Vermont's Field Naturalist program to initiate several efforts to survey, map, share information, and bring together stakeholders concerned about black ash in the hopes of being able to preserve this important tree. We have done this in consultation and partnership with Indigenous basket makers in Maine, Vermont, and New York. You can learn more about these efforts on our Black Ash Project page.

Our current team is composed of four cis-gendered, white women. We are humble about our learning process and realize we have much to learn to implement all our goals. Included in a recent proposal is a request for a JEDI consultant to work with us in the coming years to advance our commitment to using a justice, equity, diversity, and inclusivity lens in everything we do. We will be reflecting on our progress and lessons learned in our quarterly newsletter and advisory council meetings.

UVM Extension: While the service member will be serving most closely with the VT UCF team, they will be hosted by UVM Extension and based out of an Extension office. As part of UVM's College of Agriculture and Life Sciences, UVM Extension is "committed to combating racism and fostering a culture of diversity, equity and inclusion that enables all students, faculty and staff to fully engage in the educational, outreach and scholarly pursuits of our College."

UVM Extension's purpose is to cultivate healthy communities. As such we have programs that serve a broad range of Vermonters, including migrant farmworkers, youth, municipalities, New Americans, low-income households, and military families among others.

Extension has had a diversity committee for several decades. In 2019, UVM Extension won eXtension's Impact Collaborative Summit's top score for the Northeast Region with a proposal for a two-year pilot DEI Task Force project. The three working groups of the task force spear-headed several initiatives to address issues of diversity, equity, and inclusion both within the organization (internal learning and organizational culture); and in how we do our work with the public (program outreach and delivery and administration).

Extension works with a broad swath of Vermonters; addressing issues of equity and justice and making Vermont a more welcoming and inclusive place is central to the work that many of us do. I served on the UVM Extension DEI Committee for six years and would be happy to speak with prospective service members about Extension's DEI work in greater detail.

Outline how DEIJ principles can be incorporated into your organization's work moving forward. (Provide examples of any trainings, workshops, projects, partnerships, etc.)

We recently submitted a proposal for Inflation Reduction Act bill (IRA) funds to support a comprehensive 5-year project to scale up programmatic reach and services, increase urban tree canopy cover, engage new partners for integrated urban forest planning, support workforce development, and increase opportunities for urban forestry education in communities that meet our definition of "disadvantaged." We define "disadvantaged" communities as being within Vermont's Urban Landscape zone (defined by building density and prioritized in the Vermont Forest Action Plan) that encompass the Department of Health's Social Vulnerability Index-flagged communities, or Urban Landscape zones that currently encompass areas with less than 40% urban tree canopy cover as calculated from 2016 land cover data.

While most of these projects will consist of UCF providing grants and contracts to other organizations and municipalities to implement, the service member may have the opportunity to participate in the airplane views strategic conversations about how to administer the funds for these projects in ways that are in alignment with our JEDI goals. They may have the opportunity to participate in some direct service events such as tree-giveaways in "disadvantaged" communities for the VT Community Canopy program.

VT UCF staff has conducted a GIS analysis of data on existing street tree inventories, existing EAB preparedness efforts, urban tree canopy coverage, socioeconomic and demographic characteristics, and geographic health and heat vulnerability data to guide the identification of the municipalities that are most vulnerable to combined threats of EAB, climate change, poverty, lack of health resources, and environmental injustice. By June, UCF plans to have identified six non-traditional program partners that support vulnerable and underserved urban populations in the state who we will assist in developing EAB preparedness plans. Potential partners could be school districts, affordable housing and community development organizations, faith-based institutions, and new municipal partners. The AmeriCorps member will help provide this technical assistance, which will include field trips to the communities and helping to inventory public ash trees.

Other opportunities for the AmeriCorps member to participate in our JEDI efforts if they are interested, could include Vermont Women in the Woods, which leads women-centered programming on forest land management, estate planning, and technical skill building. We also will be continuing black ash outreach, supporting black ash harvest, and pounding for basket makers, and doing our best to fund Indigenous-led land management practices.

Describe specific challenges that your organization has faced while integrating DEIJ Principles.

Historically, state Urban and Community Forestry programs focused primarily on the "forestry" subject in the name, that is, getting trees in the ground and growing them into healthy canopy. Today, state Urban and Community Forestry programs lean heavily on integrating all three words in the name, understanding that the people inhabiting an urban area or the community tending to tree stewardship are all diverse, place-specific, and influenced by intersecting financial, social, historic, and environmental pressures. Growing healthy trees is only one part of VT UCF's programmatic goals; growing healthy and resilient people in all places is just as important.

The most significant challenge we face is how our own backgrounds might bias us, limiting our perspectives and our vision for our work. We are trying to address this through our efforts to educate ourselves about all the ways in which we can be more proactive in our outreach, communications, and programming, to recognize the contributions and rights of marginalized communities, and create urban and community forestry programs that serve and are welcoming to all Vermonters.

Beyond that we face challenges dealing with the biases of others in Vermont. A specific example is supporting the Windsor Pride tree. VT UCF awarded the Town of Windsor a tree planting grant to add ten trees to municipal land. A community member requested that one of the trees within the project be dedicated to the Pride community. This request was brought to the selectboard, where it was met with contention and was subsequently denied. The local paper wrote about the meeting here: [Eagle Times Article "Pride Tree Sparks Fiery Debate"](#). One selectboard member noted that "number of residents felt their rights would be infringed upon if the tree were dedicated to a segment of the community." VT UCF was disheartened by the process and was committed to supporting the LGBTQIA+ community in Windsor. Our Education Coordinator worked collaboratively with the state Historic Preservation Department to secure permission to plant a tree on state property at the Old Constitution House, located in Windsor. Governor Scott approved of this project and the team is planning a spring 2023 tree planting and celebration.

How will the ECO member be included or supported in on-going or future DEIJ work at the organization, if they so choose?

The ECO member will be thoroughly integrated into the VT UCF team and invited to participate in our justice and equity efforts to the extent of their interest. This means they will attend our weekly virtual check-ins every Monday, our monthly JEDI-focused meetings, and our quarterly team retreats and advisory council meetings, at which we usually have a JEDI-related agenda item. Because VT UCF is a collaboration between the Department of Forests, Parks, and Recreation and UVM Extension, the service member could participate in both offerings from UVM Extension and the Agency of Natural Resource's Diversity and Equity group if they wish.

The ECO Americorps member and I will provide strategic EAB planning assistance to at least six non-traditional program partners that support vulnerable and underserved urban populations in the state. Groups seeking the planning assistance may include school districts, affordable housing and community development organizations, faith-based institutions, and new municipal partners.

In terms of supporting the service member, on a more personal level, I am committed to creating an environment that is welcoming to everyone. I am a white, middle-class cis-woman who grew up in a mixed white and Black household and have spent considerable time in Afro-Caribbean Belize and Nicaragua. I have invisible physical and cognitive disabilities. I will do my best to learn about the service member's interests and needs and provide whatever support, accommodations, or resources are available through UVM, Extension, and the community to help them feel as comfortable in the placement as possible. I try to listen and speak openly and respectfully about identities, differences, biases, and barriers to inclusion and actively seek repair when harm occurs. I have read the ECO AmeriCorps Handbook on Diversity, Equity, Inclusion and Justice and wholeheartedly support all the expectations. I look forward to having a conversation based on the questions in the handbook both at the beginning and throughout the service member's time with our program.

Does the supervisor have adequate time and leadership experience to manage an ECO member? Please explain how:

I have taught youth, college-age students, and adults. In my previous position at Extension, I supervised a part-time program assistant, two graduate research assistants, an intern, and a work-study student.

I work a full-time M-F schedule. While I often work from home, I will be in the Berlin UVM Extension office at least 2 days a week and more when the service member is settling in and getting oriented to the position. I will go with them for the initial visits of the field service they will be doing. The service member and I will have regularly scheduled weekly meetings, and I will always be available by phone, text, or email.

Will the member have access to networking opportunities in this position? Please explain:

Yes, in addition to getting to know Extension staff who work in other programs, the service member will have the opportunity to meet and network with staff at the two agencies I work most closely with: Forests, Parks and Recreation and the Agency of Agriculture, Farms and Markets; as well as other partners, such as the Vermont Land Trust and the Vermont Woodlands Association. Each December UCF staff attend the Forest Ecosystem Monitoring Cooperative conference in Burlington attended by various conservation organizations in the region.

Most importantly, as someone organizing volunteers, the service member will have the opportunity to meet our wonderful volunteers who come from a wide range of fields and interests, from professional arborists and landscape architects, to retired administrators and volunteer firemen, to ministers and social workers.

Does your organization currently host or plan to host an AmeriCorps member from another program? If yes, briefly describe the duties of this other position.

No. We do not currently host or plan to host another AmeriCorps member.

Please list any clothing/equipment the member will need that you cannot provide (e.g., hiking boots, waders, raingear, etc.). Is a reliable vehicle expected? As the host site, you are responsible for providing all tools and technical equipment needed for the position (e.g., computer, phone, GPS, etc.).

The member will need their own reliable vehicle for commuting to and from the Extension office in Berlin, and to field sites to visit volunteers or attend events. The member will need adequate clothing and gear for being outdoors occasionally. This should include work pants or shorts, sturdy shoes, or work boots appropriate for walking in forests raingear, a knapsack, and water bottle. It can get very cold and snowy in Vermont in the winter so the member should also have warm winter boots and clothing.

Is there someone in your organization's network that might be interested in mentoring your ECO service member? *Note, 1-2 hours per month, not required

Yes

Are you willing to search with program staff over the summer to help your ECO member secure affordable and safe housing?

Yes

Many of our members are not from Vermont and are seeking a sense of community away from home. In what ways would you be willing to help them establish community connections?

(Housing, peer networks, affinity spaces, local resources, fun places to go)

I will be happy to introduce the service member to my social networks in Central Vermont, invite them on hiking and skiing outings, and provide information and resources on any affinity spaces and recreational groups and opportunities that might interest them.

Provide approximate impact numbers (e.g. miles of rivers treated) in each focus area.

Water Quality and Trail Improvement - Please project Impact Numbers on miles of river/stream/trail treated and/or improved.

While the Forest Pest Education program and the Forest Pest First Detectors work closely with organizations and municipalities that steward trails and public lands, we do not collect data on the numbers of miles of trails improved or the acres of public lands managed or improved.

Land Conservation and Remediation - Please project impact numbers on acres of public parks or other public, publicly managed or tribal lands improved.

See above.

Community Engagement Outreach and Education - Please project number of individuals receiving environmental stewardship education or training.

The service member will assist with providing environmental stewardship education and training to at least 300 - 400 individuals through in-person workshops and online trainings. They will partner with FPDF volunteers and FPR and VAAFM personnel to staff information booths at community and public events such as farmers markets, the State Fair, and give presentations for garden clubs and conservation commissions. Combined these events usually result in direct contact with at least 1,000 individuals. The service member will also assist with social media posts, a segment on WCAX show: "Across the Fence" and help produce press releases and an electronic bulletin about invasive forest pests. Collectively, these outreach efforts will reach 25,000 - 50,000 people over the service period.

Program:

ECO AmeriCorps

Sponsoring Organization Name:

UVM Extension - Urban and Community Forestry Program

Sponsoring Organization's Mission:

UVM Extension's mission is to provide and facilitate research, education, and outreach with our partners for the people of Vermont.

Vermont's Urban and Community Forestry Program's mission is to lead community members, businesses, and governments in understanding the value of urban and community forests and to promote public responsibility for, and participation in, the stewardship of these resources for this and future generations.

Goals for the ECO AmeriCorps Position:

- 1) Strengthen and expand the state's Forest Pest First Detector (FPFD) network by evaluating volunteers' needs and interests, coordinating trainings on topics of the volunteers choosing and organizing events to build relationships between FPFDs within the same region.
- 2) Assessing, revising, and developing communications tools for the volunteers (ex: a semi-monthly newsletter, social media channels)
- 3) Increasing the reach of UCF's assistance by supporting six new partners in underserved areas in developing emerald ash borer preparedness or mitigation plans.

Essential Functions. Functions that applicant must be able to perform. These may be listed in bullet form:

- Survey current FPFDs about needs, interests, strengths through phone calls and electronic survey.
- Conduct literature review and communicate with at least four other FPFD and citizen science programs around the country about best practices.
- Update our contact list for FPFDs.
- Create a new page on VTInvasives.org website listing FPFDs willing to be resources in different communities.
- Assist FPFDs at least two public events to get a sense for what they do.
- With Forest Pest Education Coordinator, plan and implement coordination for at least three in-person gatherings of FPFDs (in northern, southern, and central regions of state) where we would offer:
 - 1 hour training (topic to be determined through survey)
 - Facilitate discussion about how FPFDs within region may coordinate and support each other.
- Create and publish new outreach content to include at least six social media posts, one press release and one 15-minute segment on local news station WCAX about high-risk pathways, Asian longhorn beetle, spotted lanternfly and/or other pests of high consequence.
- Assist with updating the format of the semi-monthly volunteer newsletter into mail chimp; and provide content for at least six of the newsletters.
- Assist the Forest Pest Education Coordinator in providing training and technical assistance to six new partners in inventorying public ash trees and creating an emerald ash borer preparedness or mitigation plan.

What are the secondary functions? These are projects or tasks that may be accomplished as time allows or applicant's interests evolve.

- Help to review, revise, and update the content and format of the on-line training course for FPFDs.
- Participate in UCF staff trainings and occasional webinars/trainings hosted by partner organizations.
- Assist with ash tree inventories and public tree inventories, as requested by partners as time allows

- Assist program manager, education coordinator and technical assistance coordinator on projects and field trips based on the skills and interests of the ECO member and as time allows.

Desired Qualifications:

- Job duties require knowledge equivalent to completion of a bachelor's degree in Natural Resources, Environmental Science or Education, Forestry, or a related field. Another combination of education and experience providing comparable knowledge and skills may be acceptable.
- Excellent interpersonal and communication skills. Ability to communicate with different personalities and interact with people of diverse educational, professional, and cultural backgrounds.
- Strong reading and writing skills.
- Ability to serve both independently and as a member of a team.
- Proficiency with current technology, including basic computer skills, Powerpoint, website content management, electronic newsletters, and social media.
- Ability to organize and prioritize tasks efficiently, execute on multiple projects simultaneously, maintain attention to detail and seek feedback as needed.
- Willingness to learn to identify Northeastern tree species.
- Ability to manage and manipulate data and information in Microsoft Excel.
- Ability to hike over rough terrain in field locations.
- Experience planning events, workshops, or conferences.

Minimum Qualifications:

- Be a US citizen, a national, or legal permanent resident alien of the U.S.;
- Be at least 18 years of age upon entering the Pre-Service Orientation (there is no upper age limit);
- Be a high school graduate or have a GED certificate or be willing to work towards their GED as part of their service-year successful completion requirement. A member cannot have dropped out of high school to join AmeriCorps. If a member has a documented medical reason/professional opinion why they cannot finish high school, they might be eligible; call in this case;
- Has not been convicted of murder or sexual assault and is willing to undergo a National Service Criminal History Check;
- Must submit to Agency of Human Services checks, i.e. Adult Abuse and Child Abuse Prevention;
- Be committed to the ECO AmeriCorps program, and its ethic of service and personal and professional development of its participants;
- Have the ability and enthusiasm to drive to, attend, and participate in required trainings and events, and be prepared to drive up to 2-3 hours each way

Service Conditions (will the position be largely outside, office based, hybrid or seasonally/project dependent, in schools, etc.) *

Position will be a combination of office-based and field-based with volunteers and partner organizations. The latter activities will be at both outdoor public events and indoor meetings. Service member should be

able to load and unload equipment for education programs (up to 50lbs). Must be available to participate in occasional evening and weekend programming and outreach events. Reliable transportation is required. Travel may, at times, be in inclement weather.

Will the member have access to "vulnerable populations"? This includes youth, elderly and individuals with disabilities.

Yes

Time Requirements:

Full time: will need to complete a minimum of 1700 service hours, serving approximately 40 hours/week over the course of the 11-month service term, September 13, 2023 - August 9, 2024

Orientation and Training:

ECO will provide members with orientation at the beginning of the service term. Host sites are expected to provide additional on-boarding training as well. Throughout the service term, ECO will provide in-person and virtual trainings to members on a variety of topics.

Benefits:

- Education award of \$6,895 (pre-tax) upon successful completion of service
- \$23,000 Living Allowance, paid bi-weekly
- Training
- Childcare assistance, if eligible
- Health Coverage
- Access to AmeriCorps Alumni Network
- Student loan forbearance and interest payments, if eligible

Evaluation and Reporting: Mid and final performance reviews, quarterly reports, weekly timesheets, and end of service survey